

# NHS Greater Glasgow and Clyde

## Revalidation Update Newsletter 7 – August 2014

### Secondary Care – Consultants and Specialty Doctors

#### Revalidation Recommendations

Since April 2014, we have been making recommendations for all those doctors in Tranche 2. So far we have made 233 recommendations. We are encountering a lot of doctors who are leaving the completion of their appraisal process right up until the last minute. This has sometimes resulted in people having to be deferred because we don't have enough information to make a recommendation and also in a lot of chasing of individuals to get them to complete.

Can I just remind you that it is the appraisee's responsibility to complete their appraisal record. We are not allowed under GMC regulations to continually defer an appraisal recommendation.

#### Phasing of Appraisals

We have introduced phasing of appraisals over this year to ensure that people have an up to date appraisal before their recommendation. The Responsible Officer needs to be able to make a recommendation based upon the most up to date information available.

The appraisal year has been split into 3 blocks as follows. Appraisees require to complete their appraisal within one of the 4 month blocks, depending upon when their revalidation month falls:

<b>April/May/June/July</b>
<b>August/September/October/November</b>
<b>December/January/February/March</b>

The following worked examples show the revalidation months and the corresponding required appraisal period.

<b>Dr A</b> has a revalidation month of: <b>April/May/June/July</b>	<b>Dr A</b> requires to complete their appraisal in the months of: <b>December/January/February/March</b>
<b>Dr B</b> has a revalidation month of: <b>August/September/October/November</b>	<b>Dr B</b> requires to complete their appraisal in the months of: <b>April/May/June/July</b>
<b>Dr C</b> has a revalidation month of: <b>December/January/February/March</b>	<b>Dr C</b> requires to complete their appraisal in the months of: <b>August/September/October/November</b>

#### Record of Appraisal

We have submitted our audit revalidation record of appraisal to Health Improvement Scotland (HIS). We had a significant improvement in the number of people undergoing appraisal but we still have a fairly large number of people who are either not completing or inconsistently completing their appraisal. If you do not complete your appraisal, then you are actually in breach of contract and could be subject to disciplinary procedures and possible loss of licence. I would encourage everybody to get organised well ahead of time to get appraisals completed. NHS Health Improvement Scotland (HIS) will be moving from a focus on purely numbers to the content of Form 4. We will be mirroring this in our feedback to appraisers and appraisees over the next 12 months.

#### Medical Revalidation Page

The Medical Revalidation page has been updated with new information and can now be found at:

<http://www.staffnet.ggc.scot.nhs.uk/Human%20Resources/Medical%20Staffing/Pages/MedicalRevalidation1.aspx>

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